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**FROM THE  
DIRECTOR'S  
OFFICE**  
**JAN TULK**

**Rewarding performance vital  
to dynamic work environment**

*Director's note: Senior management recently unveiled a set of values for the Laboratory. Each value will be discussed in a Director's Office column. Today, Jan Tulk, AD for Administration and Human Resources, looks at our ninth value — rewarding and recognizing performance.*

The Laboratory's greatest asset has always been a workforce that is second to none. Working individually or in multidisciplinary teams, the workforce has established our Laboratory as a crown jewel of scientific know-how — the go-to laboratory when the nation needs to find solutions to some of the toughest problems.

Our Laboratory could not hold such distinction were it not for the values you have been reading about these past weeks. Yet many of these values would not be possible without our ability to reward and recognize performance.

See **VALUES**, page 8

**Team NIF earns national safety awards**

**By Bob Hirschfeld**  
NEWSLINE STAFF WRITER

A barbeque lunch highlighted a celebration of safety at the National Ignition Facility on Wednesday.

About 400 construction workers were honored for their hard work and dedication as well as their adherence to a strict safety policy, as they build one of the world's most complex

technology projects.  
A large banner summed it up: *Teamwork, Safety, Productivity and Quality Leads to Team-NIF Success.*  
And the safety record has not gone unnoticed. The project recently was honored with two national awards of excellence.  
Jacobs Constructors received a "Construc-

See **NIF**, page 8

**'Secret Empire' changed Cold War**

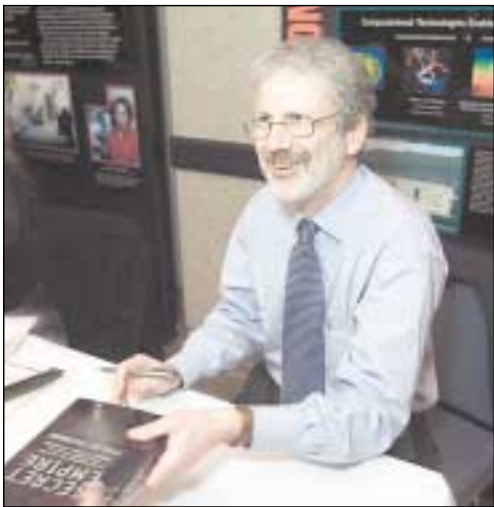
**By Bob Hirschfeld**  
NEWSLINE STAFF WRITER

Lack of congressional oversight, and hidden, unaudited budgets helped change the course of the Cold War.

That's the opinion of the *New York Times*' Philip Taubman, the Lab's latest speaker in the Director's Distinguished Lecturer Series.

Taubman is the author of "Secret Empire: Eisenhower, the CIA, and the Hidden Story of America's Space Espionage."

Addressing a capacity audience Wednesday afternoon, Taubman described the origins of the U-2 and SR-71 spy planes and the Corona spy satellite. They grew out of the U.S. inability to determine the military strength of



JACQUELINE MCBRIDE/NEWSLINE

Philip Taubman autographs copies of his book at the Discovery Center after his talk.

the Soviet Union, especially its arsenal of intercontinental missiles tipped with nuclear warheads.

President Dwight Eisenhower approved the U-2 program in 1954. Only four members of Congress knew about it and paperwork was essentially nonexistent. The funds came from a discretionary fund in the CIA director's unaudited budget, Taubman said. It wasn't until pilot Francis Gary Powers was shot down over the USSR in 1960 that the unique "jet-powered glider" became

See **DDLS**, page 5

**ASCI Caltech simulations  
lead to better understanding  
of materials properties**

**By Anne M. Stark**  
NEWSLINE STAFF WRITER

Since its inception five years ago, the Caltech Advanced Simulation and Computing (ASCI) Center of Excellence has performed a plethora of high-performance scientific simulations that explain how materials dynamically respond under shock-loading conditions and integrate multi-physics phenomena, including compressible turbulence and combustion, computational science, materials properties

See **ASCI**, page 7



JACQUELINE MCBRIDE/NEWSLINE

**Excellent fare  
in science**

Victor Howard, left, a senior at California High School, won the senior sweepstakes award last night at the Tri Valley Science & Engineering Fair. Here, he explains his latest robot to judge David Rodriguez of Synopsis. More than 200 projects will be on display through Sunday at the Blackhawk Museum. Admission is free for Lab employees and their families. Saturday features a hands-on exhibit for kids from 1-4 p.m.



**Recalling  
César Chavez  
– Page 3**



**New mark for  
water clean up  
– Page 5**



**Training bulletin  
– Insert**





LAB COMMUNITY NEWS

Weekly Calendar

Tuesday  
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A representative from **Fidelity Investments** will be on-site to meet with employees Tuesday and Wednesday and May 6-7. Fidelity Investments are available to UC’s 403(b) participants in addition to the UC-managed investment funds. To make an appointment, call the Fidelity Central Reservation System at 1-800-642-7131. When calling, be sure to specify you are an LLNL employee.

Friday  
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Space is still available in the **Intermediate Investment Planning Workshop** from 8:30 a.m. - noon in the Bldg. 571, conference room 2301. This half-day workshop is designed for those who wish to gain a more in depth analysis of investment modeling and asset allocation theory. If you are considering ways to position yourself to maximize your investment potential, you will want to attend this workshop. The cost is \$45. To register go to [www.llnl.gov/jobs/benefits](http://www.llnl.gov/jobs/benefits) and click on workshop registration.

Up  
Coming

The Lab’s quarterly **blood drive** will be held April 14-17 in Bldg. 415. The Red Cross encourages you to schedule an appointment in advance at <http://www.bloodonor.com> (company code: LLNL) or by calling the LLESA Office at 2-9402. If your schedule does not allow you to make an appointment, the staff will work you into the schedule, as time permits, after the first hour of each drive day. Donor eligibility questions should be directed to the American Red Cross.

The **LLNL Retirees Travel Slide Group** will meet on Tuesday, April 22, at 2 p.m. in the Livermore Library meeting room. Arlene and Stephen Chin will present, “Antarctica: Penguins, Icebergs and What Else?” The group meets on the fourth Tuesday of the month, January through June.

The **Employee and Organization Development Department** has openings in the following course: “Interpersonal Problem Solving” (ED7345), scheduled for April 22-23 at the Training Center. This course is an interactive two-day workshop open to all employees. Participants will learn the skills needed to give positive feedback and resolve problems with peers, supervisor, team members, and others in many diverse situations at work and elsewhere. For additional information or to enroll, contact EODD Training at 2-4842. Or sign up online at [https://www-ais.llnl.gov/llnl\\_only/docs/hr/ltrain](https://www-ais.llnl.gov/llnl_only/docs/hr/ltrain)

RETIREES’ CORNER

By Gus and Jane Olson

LLNL RETIREES

**Chuck Woods** (Engineering, 1998) and **Chris Bach** (Property Management, 1998) have been busy cruising the Pacific Northwest in their trawler for the past three years. They have spent this winter upgrading their boat and will leave soon for Canada and lower Alaska to continue fishing, crabbing and prawning. They plan to spend the winters of 2003 in Campbell River, BC and 2004 in Sitka, Alaska. ([charleswoods11722@msn.com](mailto:charleswoods11722@msn.com))

**Hank McDonald** (Engineering, 1985), who usually does a lot of world traveling, says with all of the international turmoil these days, travel has become an iffy thing. They are planning to get back to the “...stans,” Uzbekistan, Turkmenistan and Kyrgyzstan in the fall. There are still some of the old Silk Road cities that they haven’t seen. ([hcmcdonald@msn.com](mailto:hcmcdonald@msn.com))

Some retirees are going back to the Laboratory on April 4 to offer their insights to potential retirees at the **Laboratory Retirement Seminar**. The panelists are: Art Krakowsky, Dick Hatfield, Jane Olson, and Amy Helm. If you are interested or willing to participate in something like this, please contact Alan Mode: ([amode@ix.netcom.com](mailto:amode@ix.netcom.com)). You may be called upon for future seminars.

The **April Retiree Luncheon** speaker will be Fred P. Milanovich, who will discuss “The Challenge of Civilian Biodefense.” Milanovich will introduce the bioterrorism threat, describe recent LLNL biodetection achievements and offer some reflections on the future. Milanovich was named an Edward Teller Fellow in September 2002. Please join us for the retiree luncheon at noon on Wednesday, April 16, at Cattleman’s restaurant. You may sign up on-line at the Retiree Association Website: ([llnretirees.org/home.html](http://llnretirees.org/home.html))

**Ken Harmon** (Engineering, 1990) now lives in Idaho. He says he loves Idaho and has a lot of friends that he grew up with, but the 40-plus years that he worked at LLNL gave him contact with a large group

of people, who also became friends. They are missed. He has a son who lives in Danville, so he tries to get down this way a couple of times each a year. He says Idaho is a beautiful state with plenty of great places for camping and he’d like his friends to know that he is a great guide. ([harmon68@msn.com](mailto:harmon68@msn.com))

We received great input from **Cal Wood** (Physics) and **Dixie Wood** (Engineering) telling of their many travels. They have been to so many places that there isn’t enough space in one issue of the *Retirees Corner* to cover it all. So we will cover them in several segments. They refer to their travels as: “Here, there, but not quite everywhere.”

Being history buffs, their first trip to England awed them with its many remains of the Old World; Hadrian’s Wall, Roman aqueducts, the Baths, Oxford and Cambridge universities, where they were thrilled to walk the hallowed halls of centuries of learning. Driving through France and Germany, they couldn’t believe how the scars of terrible wars and devastation could be mostly hidden by the green and peaceful scenes of the day. They visited the three beautiful, but ostentatious castles of Mad King Ludwig and toured the “Grotto” where Wagner performed his magnificent operas by personal request of the mad king. In Salzburg, Austria, they attended a performance of Mozart in the hall where Mozart himself performed so many years ago. They also attended a lively and “authentic” Austrian folk dance performance. Next month: Italy and Spain.

Speaking of travels, don’t forget the **Retirees Network** also has a monthly travel slide show, which meets on the fourth Tuesday of each month, January through June, 2 p.m. at the Livermore Library. The April 25 meeting will feature “Antarctica: Penguins, Icebergs, and What Else?” by Arlene and Stephen Chin.

Gus and Jane Olson will be on vacation April 10-May 8, so if you have any input for the May *Retiree’s Corner*, please get it to them before April 8: [AugustO@aol.com](mailto:AugustO@aol.com), or [JaneRubert@aol.com](mailto:JaneRubert@aol.com), (925) 443-4349, snail mail: 493 Joyce Street, Livermore, CA 94550.

IN MEMORIAM

Sylvia ‘Nikki’ Falco

Services for Sylvia “Nikki” Falco, who died Sunday, will be held today at 2 p.m. at St. Michael’s Church in Livermore. She was 66.

Falco, a Livermore resident, was born in Martinez on Sept. 8, 1936. She retired in April 2002 after working at the Lab for more than 32 years. Her career was spent entirely in Mechanical Engineering.

She made many friends throughout the years and mentored many of the new administrative personnel at

the Lab. Colleagues say she had a special way of making people smile and promoted loyalty and integrity in everything she did.

She enjoyed spending time with grandchildren, reading and dining out with friends.

Falco is survived by daughters and sons-in-law, Gina and Brian Van Hook; and Kim and Ken Hammerel; son Rick McKissick; and grandchildren Colby Van Hook and Kelsey Hammerel.

Newsline

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## AROUND THE LAB



# Amigos Unidos pays tribute to César Chavez

By Elizabeth Campos Rajs

NEWSLINE STAFF WRITER

Rey Bocanegra, a lead assessor in the Lab's Assurance Office, spent his childhood migrating between farms in Texas, Oklahoma, Utah and Idaho picking cotton and other crops six months of the year alongside his parents and siblings.

When he was 12, his family was drawn west to work the strawberry fields in Central California and settled in Salinas, he recalled Monday at a special tribute to the late labor leader, Cesar Chavez.

"I missed quite a bit of school," he remembered. "Everybody suffered, everybody worked hard. We didn't know any differently."

That is, until 1970, when Chavez visited the farms where he was working to encourage the farmworkers to participate in "la huelga" or strike, against the growers for better wages and improved living conditions.

"We all walked off the fields. It was just awesome to see everyone walk off," Bocanegra said. "We went to all the rallies and juntas. Although my high school friends and I were going there to meet girls," he added with a chuckle.

But that brush with Chavez proved to be a pivotal point in Bocanegra's life.

"He really gave me my identity. I knew I didn't want to do what my parents did for a living. I stayed in school and graduated from Salinas High School, college and graduate school."

Today, Bocanegra, who holds a bachelor's degree in chemistry, a master's in health physics and a second masters in nuclear engineering, works in the Lab's Assurance Review Office as manager for the Nuclear Facilities Oversight Program.

He recalled his early farmworker roots on Mon-



DON JOHNSTON/NEWSLINE

Lab employees, from left, Rey Bocanegra, Michael T. Martin, Rosa Yamamoto and Bob Romero helped honor the late labor leader Cesar Chavez at a noon event Monday.

day at the tribute organized by the Amigos Unidos Hispanic Networking Group in honor of Chavez' birthday. The noontime event in the Bldg. 543 auditorium featured a slide show presentation, a video on Chavez' life and brief remarks by Bocanegra and employees Rosa Yamamoto and Michael Martin, who also recalled their farmworking backgrounds.

The presentation highlighted Chavez' contributions as a civil rights advocate for farm workers; a labor leader; a community activist; a crusader for non-violent social change; and a consumer activist.

The images in the documentary, which was narrated by actor Martin Sheen, brought back a lot of memories, Bocanegra said, not all of them positive.

"I could really relate to the pictures in the video," he said. "I remember the goons the growers would hire to intimidate the striking farmworkers. They would hire Hell's Angels. I was this scrawny 15 year old."

Yamamoto said her family migrated north from Mexico when she was 11 and found work in the farmland surrounding San Jose.

"From 1969 to 1976, that was our life," Yamamoto said. "We lived in San Jose and were sheltered from the strikes, but we did receive better working conditions as a result."

Martin, who said he recently discovered his real surname was Martinez before his grandfather changed it, also recalled his upbringing as a farmworker.

"My parents were born in the states and they had nine children. We moved from state to state for work. All we knew was hard work. They taught us to work very hard in the fields," Martin said. "I learned to pick grapes, box raisins and prune vines in the winter."

Martin was born and raised in the Fresno area. He lived in a two-bedroom farmhouse with nine children in Fowler, a small town nine miles south of Fresno.

His mother would also take all the children to Tracy and Stockton to pick crops there, such as cherries and onions.

"As I grew up, I realized I needed an education. All of my brothers and sisters graduated from high school and some of us have degrees," Martin said. "I know where I came from and I'm proud of it."

Monday's tribute to Chavez began with a presentation by Yahel De La Cruz, Amigos Unidos chair, describing the core values and principles of "equality, justice and dignity" championed by the labor leader. A video of his life, "Common Man, Uncommon Vision," was also shown.

De la Cruz said Chavez's core values included: acceptance of all people; celebrating community; determination; innovation; knowledge; helping the most needy; respect for life and the environment; non-violence; service to others and sacrifice.

"His life story and the values he lived by continue to inspire people to pursue education, engage in service to others and the effort to build better communities," De La Cruz said.

Chavez himself summed it up this way: "The end of all education should surely be service to others."

## Construction impacts East Avenue and South Outer Loop improved

Road improvements have begun in earnest in preparation for controlled access to the East Avenue corridor between Livermore and Sandia national laboratories.

Controlling access to East Avenue between Vasco and Greenville Roads is part of a plan developed jointly by the two labs to enhance security.

Construction and widening of the roadway will necessitate temporary lane closures over the next month starting with the west end of the corridor near the intersection with Vasco Road and then progressing east to Greenville Road. The bicycle path on the south (Sandia) side of East Avenue has been closed until roadwork is completed in June.

To alleviate commute-hour traffic congestion during construction, Livermore employees are encouraged to consider using alternate entrance and exit gates. "We need to remember that East Avenue provides the only access for Sandia employees," said Bill Huddleston, LLNL project construction manager.

Controlled access to the East Avenue corridor is scheduled to start in July. Protective Force kiosks will be constructed at each end of the corridor and a transfer area is now under construction on the Sandia property at the southeast corner of

Vasco Road and East Avenue.

However, should the road be closed in response to heightened security, alternative transportation will be provided for those employees who use public transportation or commute and are dropped off along East Avenue.

In the event of closed access to East Avenue, Wheels buses will drop off employees at Research Drive. The Lab will provide taxi service to shuttle employees to the Lab site. Employees may make reservations in advance or call 2-TAXI for shuttle service.

For a more complete description of the project, see the press release from Friday, March 14. Laboratory news releases and photos are also available electronically at <http://www.llnl.gov/PAO> and on UC Newswire.

### South Outer Loop

Pedestrians, motorists and bicyclists should notice several traffic safety improvements on South Outer Loop, between Southgate Drive and Avenue K.

According to Traffic Safety Committee Chairman Dennis Barrett, traffic patterns in that area changed considerably after the "Sept. 11" closure of Southgate Drive between South Outer Loop and

South Inner Loop. The closure has produced more vehicles on the portion of South Outer Loop that detours around the closure. More vehicles meant more exposure to pedestrians who cross the street between parking lots and their workplace or job sites, Barrett explained.

The committee's Tom Schmiegel, who works in Plant Engineering's space and site planning, explained the details: "We are realigning, repainting, and enhancing the existing marked pedestrian crosswalks." The goal is to make the crosswalks more noticeable visually to vehicle operators, as well as more functional to pedestrians, Schmiegel said.

Schmiegel added that they also are installing new state-of-the-art yellow-green fluorescent "advance" pedestrian and pedestrian-symbol crossing signs both before and at the crosswalks. "Additionally, to alert vehicle operators of the upcoming crosswalks and pedestrian hazards, we are installing round, raised, white ceramic markers — known as Botts dots — on the roadway surface in advance of the crosswalks.

"Finally, we will install a fence along the south side of the E-3 parking lots to funnel pedestrians into the pathways and crosswalks, and to mitigate the hazards of jaywalkers crossing the street," Schmiegel said.





# NEWS YOU CAN USE

## BRIEFLY

### Strengthen your PAC

Every employee at LLNL has an assigned official user name (OUN) and personal access code (PAC) that allows you to log into institutional applications such as AutoReg, DevReg, Eudora Vacation Service, and MyLLNL. Your OUN and PAC will become increasingly important as the standard for accessing other Laboratory computer applications in the near future.

It is important that your PAC is strong enough to prevent it from being easily guessed. To help this process, Computer Security Technology Integration has instituted rules based on DOE requirements. CSTI's goal is to have all LLNL PACs that require strengthening completed during the months of April and May. Please take a few minutes to check your personal access code now against the LLNL PAC guidelines at the followings URL,

and change your PAC if it needs strengthening: <https://www-oln.llnl.gov/testpac>

If you do not know your official user name (e.g., zebra3), go to this URL and search using your first and last name: <http://www-r.llnl.gov/cgi-bin/WebPh/>

If you have any problems or questions regarding the PAC changing process, contact LabNet at [auth-help@llnl.gov](mailto:auth-help@llnl.gov) for further assistance.



and John Danielson won a distinguished award in the Annual Report Category for the *Physics and Advanced Technologies — 2001 Annual Report*

*Science & Technology Review* magazine won an excellence award in the magazines category. Entrants included all the S&TR staff: Louisa Cardoza, Arnie Heller,

Amy Henke, George Kitrinos, Kitty Madison, Ray Marazzi, Carolin Middleton, Ann Parker, Lew Reed, Katie Walter, Dean Wheatcraft, Gloria Wilt, Tom Isaacs and Kim Budil.

LLNL's third award was an excellence award in the books category for "Serving the Nation for Fifty Years — Fifty Years of Accomplishments" publication. Entrants were George Kitrinos, Pam MacGregor and Paul Chrzanowski.

### IBIS wins three STC awards

The Laboratory's Innovative Business and Information Services (IBIS) Department has won three awards from the Society for Technical Communication's (STC) international competition. Only the top winners from the STC regional competitions are eligible.

Entrants Gloria Camon, Ralph Jacobs

## Technical Meeting Calendar

Friday  
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### PHYSICS & ADVANCED TECHNOLOGIES

"The Interaction of Gamma-Ray Bursts With Their Environment: What We Can Learn

From and About GRBs," by Rosalba Perna, Harvard University. Noon, Bldg. 319, room 205 (uncleared area). Contacts: Michael Gregg, 3-8946, or Sandra Maldonado, 3-0621.

### INSTITUTE FOR SCIENTIFIC COMPUTING RESEARCH

"Challenges in the Computational Discovery of Explanatory Scientific Models," by Pat Langley, Stanford University. 11 a.m., Bldg. 451, room 1025 (uncleared area). Contacts: Tina Eliassi-Rad (CASC), 2-1552, or Leslie Bills, 3-8927.

### CHEMISTRY & MATERIALS SCIENCE

"A Comparison of Three Gadolinium Based Treatment Approaches," by John "Tim" Goorley, LANL. 10 a.m., Bldg. 151, room 1209 (uncleared area). Contacts: Christine Hartmann Siantar, or Bonnie McGurn, 3-2764.

### INSTITUTE FOR SCIENTIFIC COMPUTING RESEARCH

"An HLLC-type Approximate Riemann Solver for Ideal Magnetohydrodynamics," by Katharine Gurski, National Institute of Standards and Technology. 9 a.m., Bldg. 451, room 1025 (uncleared area). Contacts: Xabier Garaizar (CASC) 3-1521, or Leslie Bills, 3-8927.

Monday  
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### FRONTIERS IN SCIENCE & TECHNOLOGY: QUANTUM COMPUTATION & INFORMATION SEMINAR SERIES

"Decoherence and the Prob-

lem of Implementing Quantum Computation," by Roland Omnés, University de Paris-Sud. 3:30 p.m., Bldg. 543 auditorium (uncleared area). Contact: Linda Bodtker, 3-0421.

### INSTITUTE FOR SCIENTIFIC COMPUTING RESEARCH

"Supporting Soft Real-time Processing in Best-effort Systems," by Scott Banachowski, UC Santa Cruz. 10:30 a.m., Bldg. 3427, room 1220 (uncleared area). Contacts: John May (CASC), 3-8102, or Leslie Bills, 3-8927.

Tuesday  
8

### CHEMISTRY & MATERIALS SCIENCE

"Nuclear Multifragmentation and the Liquid-Gas Phase Transition," by Brijesh K. Srivastava, Purdue University. 10 a.m., Bldg. 151, room 1209 (uncleared area). Foreign nationals may attend if appropriate security plan is on file. Contacts: Wayne Ruhter, 2-5762, or Rosa Yamamoto, 2-0454.

### PHYSICS & ADVANCED TECHNOLOGIES

"Hydrogen in Semiconductors and Insulators," by Chris G. Van de Walle, Palo Alto Research Center. 2 p.m., Bldg. 2128, room 1000 (uncleared area). Contact: Alan J. Wootton, 2-6533.

### LC CUSTOMERS' MONTHLY MEETING

9:30 a.m., Bldg. 111, Poseidon Room (cleared area). Contact: Teresa Delpha, [taf@llnl.gov](mailto:taf@llnl.gov).

Wednesday  
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### MATERIALS RESEARCH INSTITUTE

"Micro Magnetic Simulation of the Effect of Thermal Activation on Sub-Micron Magneto Electronic

Devices," by James Deak, Boise State University. 3:30 p.m., Bldg. 219, room 163 (uncleared area). Contacts: Mike McElfresh, 2-8686, or Jody Reyes-Quick, 2-1499.

Thursday  
10

### FRONTIERS IN SCIENCE & TECHNOLOGY: QUANTUM COMPUTATION AND INFORMATION SEMINAR SERIES

"Algorithms for Quantum Computers," by David Meyer, UC San Diego. 3:30 p.m., Bldg. 543 auditorium (uncleared area). Contact: Linda Bodtker, 3-0421.

### PHYSICS & ADVANCED TECHNOLOGIES

"The Deep Lens Survey," by David M. Wittman, Lucent Technologies. Noon, Bldg. 319, room 205 (uncleared area). Contacts: Michael Gregg, 3-8946, or Sandra Maldonado, 3-0621.

### CHEMISTRY & MATERIALS SCIENCE

"Neutron Measurement Techniques for Verification of Closely Packed Spent Fuel Assemblies Stored in a Reactor Pool," by Young S. Ham, International Atomic Energy Agency. 10 a.m., Bldg. 151, room 1209 (uncleared area). Contact: Wayne Ruhter, 2-5762, Rosa Yamamoto, 2-0454.

Friday  
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### DEFENSE & NUCLEAR TECHNOLOGIES COLLOQUIUM

"Overview and Recent Progress on NIF," by Gina

Bonanno, 10:30 a.m., Bldg. 123 auditorium (uncleared area). Contacts: Linda Stuart, 3-7001, or Frankie Springer, 3-6192.

The deadline for the next Technical Meeting Calendar is noon, Wednesday.

## NEWS OF NOTE



## Watershed for Lab clean-up effort

More than 2 billion gallons of contaminated groundwater have been cleaned and returned to the ground at the Livermore Main Site since 1989. The clean up of contaminants found off site by the Lab in 1982 started with one small-volume treatment unit. Today, about 30 treatment units — large, small, fixed, portable or solar-powered — are at work performing a science-based program that restores more than 20 million gallons of contaminated groundwater a month. Many of the treatment units are unique to the Laboratory, designed and built by the Environmental Restorations Division (ERD) of the Environmental Protection Department. Shown at left sharing the accomplishment are Albert Lamarre, ERD division leader; Phil Wong and Roy Kearns, DOE EM; Judy Steenhoven, ERD deputy division leader; and Bob Bainer, ERD Livermore Site project leader. For more information on the Lab's environmental activities go to <http://www-envirinfo.llnl.gov/>

## Cancer therapy subject of Saturday science talk

Lab physicist Christine Hartmann Siantar, along with science teacher Sarah Palmer, will discuss "Building Molecules to Try To Kill Cancer: Radiation Therapy," on Saturday at 9:30 a.m. at the Amador Theater in Pleasanton.

In this talk, Hartmann Siantar will explain what cancer is all about and will describe exciting new research at Liver-

more Lab that uses radioisotopes tagged to cancer-seeking molecules to find and treat widespread cancer.

This talk is part of LLNL's Science on Saturday program, a five-week series of free talks geared toward middle and senior high school students. The lectures continue each Saturday through April 12 at Amador The-

ater.

This year's speakers represent a wide range of disciplines, including astrophysics, biotechnology, chemistry and planetary physics. All of the talks are free and open to students, their parents or guardians, and teachers.

Science on Saturday is co-sponsored by the Livermore Laboratory, the Livermore chap-

ter of Sigma Xi, the Scientific Research Society and the Edward Teller Education Center.

For more information on Science on Saturday and directions, check the Website at <http://education.llnl.gov/sos> or contact Richard Farnsworth, manager for the Lab's Education Outreach, at [rfarnsworth@llnl.gov](mailto:rfarnsworth@llnl.gov) or 2-5059.

## Deadline looms for protected health information basic training

Employees who handle the protected health information (PHI) of others, and who have not taken required basic training, have until April 14 to do so and bring the Laboratory into compliance, according to Jennifer Szutu of the Staff Relations Office.

Federal law, under the Privacy Rule of the Health Insurance Portability and Accountability Act (HIPAA), requires the training. As of April 2, 293 of the required 413 employees had completed Basic HIPAA training (PS7016W). Those who have not completed the training, and their supervisors, will be alerted via the LTRAIN e-mail notification due out Monday.

HIPAA training is Web-based and takes about an hour. Szutu urges those people who receive the LTRAIN notice saying they require the basic train-

ing, to take it as soon as possible but no later than the April 14 compliance date. Training can be found at <http://edd-server.llnl.gov/HIPAA/PS7016W/index.html>.

Under the new HIPAA regulations, if the Laboratory is audited and all HIPAA training requirements are not met, the Lab could be fined \$100 per day, up to \$25,000 per year for its non-compliance.

Basic HIPAA training is for Lab employees who use, access, share or handle PHI. Some people must complete added HIPAA training modules specific to their jobs. All 99 employees designated to complete the first module, Health Provider HIPAA Training (PS7017W), have done so. "Many thanks go out to all of these employees," Szutu said.

Plans call for two additional modules to be

available this Monday. These include PHI Management Training, for data stewards of PHI, and Researcher Training, for people who work with human subjects. Employees required to take these modules will be notified along with the dates by which training must be completed.

HIPAA was established in 1996 to fortify the existing Federal Privacy Act. Compliance with the implementation of the law is mandatory by April 14. The act not only strengthens protections of personal and health information of Laboratory employees, it also limits the use and release of such information, and establishes sanctions for improper use or disclosure.

Questions regarding HIPAA coverage and implementation should be directed to Szutu at 2-9501.

### DDLs

*Continued from page 1*

public knowledge.

According to Taubman, "Eisenhower had faith in science. He had openness to technology that I don't think many other presidents have had. And finally, he had extraordinary patience. And he needed it, because these projects were very difficult to pull off."

For example, the first 12 launches of the Corona spy satellite ended in failure. Taub-

man said, "Today, there would never be the tolerance in Washington to sustain a program that had such a high failure rate. It wouldn't happen."

But it was worth it, according to Taubman. "It probably saved the nation billions of dollars in defense spending," because it proved that the USSR possessed only a handful of ICBMs, far fewer than predicted by CIA analysts.

"All of this was amazing engineering," said Taubman. "We'd never done any of this. There were no models. And don't forget, there were

only the most primitive computers at the time. The guys who did these projects were still working with sliderules."

Years later, Eisenhower was quoted as saying, "This bunch of scientists was one of the few groups I encountered in Washington who seemed to be there to help the country and not to help themselves."

The talk will be rebroadcast on Lab TV channel 2 Thursday, April 10, at 10 a.m., noon, 2, 4 and 8 p.m. and Friday, April 11 at 4 a.m. For more information, check the Web at: <http://www.secretempirethebook.com>





AUTOMOBILES

1989 - Jeep Cherokee, needs moderate body work, engine runs good, 180k miles. \$1500.00 obo 209-839-8662

2000 - Honda CR-V 4D, 5-speed manual, 4WD, AC/PS/PW, power locks, cruise, roof rack, tow pkg, AM/FM stereo, cassette, 29K mi. Excellent condition. \$15,000. 925-455-4210

2001 - Honda CRV-LX, 4WD, very low miles(12,000),like new condition, granynys car, \$16,000 (low KB ~ \$15,500) 925-373-4791

1993 - Mazda MX-6 Sports Coupe, 5-speed, sun-roof, CD, runs great, \$2,950/OBO. 925-485-1988

1995 - Buick Regal Gran Sport Coupe, 2D, AC/PS/PW, power door locks & seat, AM/FM stereo, cruise, leather, moon roof, 59K miles. Excellent condition. \$6500. 925-455-4210

1998 - Ford Mustang, silver, spoiler, auto-trans, tinted power windows, new brakes, kyless alarm entry, CD stereo, very clean, runs great, \$6,500 obo. 925-964-0534

1998 - Chevy Blazer. Excellent shape 78K miles. \$8500 obo 510-881-8536

1995 - Jeep Wrangler 4X4 4.0 liter 6 cylinder, hard top w/bikini top. \$7800 OBO 209-599-9918

1986 - Delta 88, needs work \$650 OBO. 925-443-4065

1994 - Eddie Bauer Ford Explorer, 4dr, 4x4, trailer hitch, black brush quards, tube steps and sheep-skins. 136k mi. \$4900 925-443-6777

1992 - 25th anniversary Camero.V6 with 125K miles on it. Runs great,black needs paint. PS,PV,PB,PL,AC, Kelly Blue Book \$4,735. Asking \$ 3,600 925-373-8360

1989 - Honda Accord LXi. 2dr cpe,slvr,new tires/wls.170k mi. 2nd owner. Vry gd Cond. AT/PS/TILT/PB/CC/PW/AC/AM-FM-CD. Reg. Maint.-have all records. \$2500. 925-938-8907

1998 - Honda Civic EX 2-dr coupe, great car, one owner, 70K mi, 5 spd., pwer locks/windows/sun-roof, \$7800 209-839-9757

1989 - Jeep Cherokee Laredo 4WD. 4 dr, AT, PW, PL, remote entry/alarm, many recent parts. 105K mi. \$2950/OBO. 925-200-9976

1997 - Toyota Celica GT, 2d, grey, tinted win-dows, sunroof, 10 disk cd/am/fm stereo, A/C, PW, PL, CC, PS, good condition 97K miles \$7999 negotiable on price 925-640-8291

1996 - Ford Explorer XLT, 4dr/4WD, green perfect int/tan ext, am/fm/cas/10-CD, Dual airbags, roof racks, all PWR, 170k mi, KellyBluBk: \$8800, make an offer. 415-401-6343

1994 - Honda Civic, 4D,LX model,142K miles, good condition. \$3500 OBO. 209-736-9527

1993 - Dodge Intrepid - all leather and power. Pretty car. \$2900 obo 925-351-3388

1994 - Ford Taurus wagon dark green exterior w/tan leather interior, AC, PS, PVV, great family car, good condition, 104K miles, \$2,500/obo. 925-455-1250

1994 - Chevrolet Suburban, 1500 Sport Utility. 5.7 Liter V-8, 144,000 miles, original owner. Rides and runs great. Asking \$10,200.00 209-845-9077

1966 - Chevy Malibu, low miles SBC/325hp, B&M shifter, Alpine CD, new tires, fast, needs TLC, \$4800 209-931-6836

1967 - Karmann Ghia Good running car, needs paint and maybe upholstery. The car is located in Redwood City. \$2500.00-- 915-276-0664

AUTOMOBILE ACCESSORIES

1990 - Campershell 1990 (off small pickup) dimensions 75in by 60in. Fiberglass, royal blue color. 2 screen doors. \$250 510-531-4399

Third seat for Ford Explorer, like new. Tan cloth, front/rear facing. seats 3. Seat belts, headrests, and hardware incl. \$795 new, sell for \$400 OBO. 925-757-6896

Shop Smith Mark V, lots of accessories. \$700 OBO. 925-443-4065

4-31x10.5x15 all-terrain bfg on 15x7 chrome rims \$100 also 2-12sub woofers in sealed box plus 400 watt amp either one never used \$300 408-238-5199

Stock rims + tires from 1996 Camaro Z28. Set of 4. Asking \$400 OBO. 510-489-9633

Aluminum Small Block Chevy heads,FAST BURN, New in Box \$1000. 925-373-1089

BICYCLES

Matched set his/hers Schwinn Suburban circa 1963. Excellent condition, ride smooth and solid, \$350. 925-606-0948

BOATS

99 Skeeter SX186, 130 Yamaha very low hours, 2 Lowrance fish finders, ZX55 MotorGuide, like new. Teal grn. \$15,000/obo. 209-848-8965

1997 Bayliner Capri 2050, 20ft, 5.7L V-8 Mer-cruiser w/SS prop, Sony stereo, many extras, Trail-er w/surge brakes & spare tire. \$14,000 OBO 925-443-6121

1982 Wellcraft 180 Bowrider, 115hp Evinrude, Full cockpit snap cover, c/b radio, depth finder, set up for fishing and skiing. \$3,800 or b/o. 925-449-7570

1973 Glaspar 165 Tri-Hull, 115HP Mercury Out-board. Original Owner. Garage kept since new. Very good condition. \$2800. 925-443-1661

CAMERAS

VHS Camcorder professional quality, JVC GYX2, view finder, Cannon lens, power accessories, trav-el case with casters. Original cost was \$12,000 925-447-2052

ELECTRONIC EQUIPMENT

350w PC power supply, Enermax EG365P-VE, New in box, \$45. 510-481-0110

Hi-end Mitsubishi Stereo system, matched set of preamp, amp, tuner, multiCD with turntable and custom cabinet. Excellent, \$350 or BO. 925-292-7799

Viewsonic 17 inch monitor, A70, 18 mos old, like new. \$50. 925-938-3727

Sony Playstation w/8 games and 2 memory cards. Excellent condition. \$150/bo 925-245-0626

1982 Teac A-2340R 4-track reel to reel recorder. In great working condition. Asking \$500 925-373-7294

Dance Revolution DDR Konamix metal pad for PS2. Brand new in box. Bought two, only need one. \$100. 925-455-4057

Mac 6360 w/G3 board, 17in Monitor,New Epson printer,Video Capture, ethernet,USB,software. \$400 firm. After 5pm. 209-835-2751

AppleG3 233mhz, 32mbRAM, video memory, 512 cache, OS8.6, CDROM, Fax/Modem, 2 USB ports, 4GB hard drive MacLink Plus, \$300.00 obo works fine. 925-240-7374

GIVEAWAY

Sofa bed. Seats 2 folds out to sleep one. Olive color good condition. Sun faded. Free Uhaul. 510-531-4399

NEW Metal Arrow storage shed 8ft x 5ft. Disas-sembled. You haul. 925-516-2726

WASHER & DRYER. Maytag. Old. Works but needs TLC. Good for parts?. Pick up in Spring-town. 925-784-4133

Free - 20 inch RCA color TV w/remote, works but needs new tuner(?). Yamaha CD player, needs work, 925-455-0836

2 Solar panels used for heating water. Approxi-mately 3x5 feet. 925-449-1550

HOUSEHOLD

GE Profile gas stove top with 4 burners, standard 30 inches wide, new and unused in box. \$300 or offer. 925-292-7799

Leather jacket never worn XL \$50, water ski jack-et XL \$35 925-245-1414

Roll Top Desk, Natural color, 52 inches long. \$100. or best offer. 925-373-1089

Solid Oak bedroom pier unit for queen size bed. Excellent condition. Lights, glass doors, hidden compartments. Beautiful with lots of storage. \$500 925-455-1578

Glass/brass table: Round; 21 in. high; 20 in. diam. Beautiful detailing. Excellent cond. \$50 OBO. 925-447-8749

MOVING SALE - Saturday, April 5 8:00am - 12:00pm only. 1098 Bellflower Street, Livermore. Furniture, Household Goods, Clothes, Costumes, Toys, etc. 925-449-5511

Washer and dryer, both work fine, \$200. 925-606-0948

Roll top desk, Winners Only, Solid oak. Paid

\$1200 sell for \$600. Not a Scratch! 925-516-8339

Elliott king brass bed, Cupid design. Ex. cond.Top of the line. Original cost \$850, sell \$700 OBO. 209-473-8929

Light oak rocking chair \$45, two oak side tables, round \$25 each, Nordic Track Pro \$100. 925-447-8251

Queen Size Pine 4 post bed. Good condition. \$200 obo 925-443-5028

Black double futon mattress: \$30, Computer desk (disassembled): \$30, Kenmore washing machine (heavy duty, large capacity), used 1 year: \$300. 925-243-0377

GE Profile Spectra 30 inch all gas range. Removed from new construction. Asking \$550 o.b.o. 209-823-8538

King Size Waterbed. \$100. Lumbar support mat-tress 3 years old. Base is 12 drawers and a cup-board. You pick up in San Ramon. 925-968-1992

Dark wood kitchen island, 3 door, 3 drawer, slide pullouts, white tile work surface, white Corian eat-ing surface. 62 by 38 inches. \$100, you haul. 925-245-9648

Beautiful oak desk and hutch. Approximately 6ft high by 4 ft wide. Paid \$2k. Asking \$500 510-881-8536

Living room chairs, 2 - High quality Southwestern fabric design. Very good condition \$250/OBO 925-447-2697

Oak TV/stereo console - very heavy - \$75 925-455-1392

GE MICROWAVE OVEN. Great condition. White counter-top model with removable car-rousel, works perfectly. \$50. 925-361-0457

1-cubic feet microwave oven, works great. \$50 925-449-0611

Stanley, 18th Century style table/chairs w/cherry finish. Includes 2 leafs w/storage bags and pad protectors All excellent condition. \$1200 OBO 209-823-8702

Sofa and Love Seat,leather,rawhide brown,6 months old,new condition. \$800, after 5pm. 209-835-2751

Kenmore washer & dryer white, large capacity, 4 yrs. old, great shape. \$400. 925-373-3911

Glass top coffee table and 2 end tables \$200, 2 wood end tables \$30, 1 computer desk \$25 925-443-5044

Dining table with 6 chairs and two leaves. Nice condition. \$65. 925-447-5612

Bar Stools, Lt Oak, tan vinyl seat swivels and 24 inches high. Digtal photo can be emailed. \$100 for set of three. 209-892-1960

Chest Freezer - 23 cu. ft., white, lockable, good condition, works great. \$60 925-454-0330

CA King 7 piece bedroom set, dark wood, great condition \$600.00. 925-443-6223

Twin bed mattress, Sealy Posturpedic firm, quanti-ty (2), like new condition. Asking \$100.00 each or \$175.00 for both. 925-447-2068

Solid oak sofa table with smoked glass inserts on top surface; excellent condition. \$75.00 925-846-3278

Sofa (7 ft) and matching loveseat, camel back, cream colored, very good and very clean condi-tion, used very little, \$120 both. 925-606-6155

MISCELLANEOUS

Child activity saucer \$20, water ski jacket XL \$35, leather jacket never worn XL \$50, Child door gate \$10 925-245-1414

John Deere 318 lawn tractor rebuilt 18hp onan engine,51inch deck, split brakes,hyd.steering,lift.call for info 209-815-0335

Wedding ring set - .5ct solitaire w/6 smaller dia-monds, surrounded by 12-diamond band. Beauti-ful. \$1700/bo 925-245-0626

OUTRIGGER CANOE PADDLING! Like water? Like Hawaiian culture? Try Hawaiian outrigger canoe paddling. SF Bay. 925-200-4475

AIR CONDITIONER, 7000BTU, Like new \$90 OBO x2-4536 or 925-371-5203

Vermeer 252 stump grinder. In like new condi-tion, has extra dual wheels, 150 hours asking 7999.00 obo. 925-443-6010

Hot Tub 8x8 w/Redwood Gazebo 12x8 fully enclosed Shogi style w/sliding windows. Great Condition! 1 1/2 yrs old. \$5800 OBO. 209-834-0642

Cookbooks with over 300 recipes from home economic teachers. makes a great gift @ \$9.00. call 462-6237

See complete classified ad listings at  
<https://www-ais.llnl.gov/newsline/ads/>

SERVICES

Sprinkler Repair Specialists Professional sprinkler repair and stump removal,ask about or fertiliiza-tion-sprinkler adjustment program. 925-443-6010

SHARED HOUSING

Temporary housing (relocation) needed from May 1st to August 1st in Tri-Valley area for Lab family. Willing to pay reasonable rent. 925-292-7799

Livermore - Single parent w/2 daughters has room avail for rent. Mstr bdrm/bath. Warm, friendly environment. Female prfd \$600 incl util. 925-606-0260

TRUCKS & TRAILERS

1982 - Datsun (Nissan) pickup, king cab, smog ok, as is, camper shell, \$600. 510-582-9262

1999 - Silverado, 3rd door, SLT-loaded, z71 off road package, camper shell, low package. Exc. cond. 41K miles, \$18,000 925-449-3560

1998 - GMC/CHEVY factory wheels with tires, will fit Suburban/Tahoe/Yukon, tires are shiny and ready to roll, \$300 FIRM! 2-9157 or 925-455-6174

1985 - Starcraft Tent Trailer. Good condition. New roof, tires, axils, and brakes. Sleeps 6-8. Has an avning, heater, refrig, sink, and stove. \$2000. 925-449-6048

1966 - GMC 3/4 ton truck,52K org miles, PS, PB, complete, not running, Straight, clean, some new parts \$1100. 925-373-1089

VACATION RENTALS

San Francisco Donatello Hotel. \$1000 for the week of Oct25 to Nov 1. Great Deal call for details. 510-531-4399

Kauai, HI, Gold Crown Resort - Nov. 22-29, 2003, 2 bd/2 Bath, Sleeps 6, Full kitchen, \$800 for week. 925-449-6048

Cabo San Lucas, Mexico - Beautiful Pueblo Boni-to Rose Resort, June 9-16. Kitchenette, SatTV, Tele-phone, A/C, Pool. On beach, Fabulous View. \$700. Call for info, pictures. 925-683-1708

SOUTH LAKE TAHOE- Huge,4/2/2car,family rm w/frpl,hot tub,game rm w/bar & pool table,great location,n/s/pets (925)487-3871; 925-487-3871

North Lake tahoe - Studio in five-star resort,next to ski lift at north Lake Tahoe. Sleep four, all kitchen amenities, hot tub, club house nearby. Call to reserve. 925-449-0611

SOUTH LAKE TAHOE - 3 Bedroom 2 bath Chalet,newly remodeled, nicely furnished all amenities, close to all skiing. RESERVE NOW! 209-599-4644

Pine Crest - (Off Sonora Pass Road), 3 bdrm/2 bath, frplc w/wood, microwave, dishwasher, pool table, large deck and view up No. Fork of Tuolumne, \$195/wknd. 925-449-5513

Maui, HI - - one bedroom, two bath at Kamaole Sands in Kihei. Beautiful garden view. Across street from Kam III beach. 925-461-3698

WANTED

Afternoon sitter needed for two active boys, ages 7 and 12. Pick up from school, transport to base-ball and soccer practice,help with homework, etc. Two hours per day, 3-5 p.m. Must like sports and have a good driving record. Perfect after-school job for a responsible high school student! Call for more info: 443-3396.

Pinball Machine, working, 925-606-0234

Bike Rack for Honda Civic. 209-403-4942

Experienced Bartender Needed for Wedding in Lodi on 7/19/03, 2:30-8:30 p.m. \$12.50/Hr, Call leave msg. 209-824-9751

Live-in house/pet-sitter during our 10 day vacation starting 4/24. Must love animals (dog, bird, geck-os). Tracy. Call if interested. 209-839-9757

Nanny needed Manteca. Free room+board+\$150.00/wk. Single mother with one child ok. Mature person and experience with children a must! 209-825-0738

WANTED: 1992 or 1993 GMC Typhoon SUV, white color, less than 100K miles, clean, will pay up to \$15K, call 925-455-6174

Looking for someone to repair and service a Bally Slot Machine. 209-835-7312

Try to find Tennis partners to hit some tennis any-time at weekend on Tennis Court of Robert Liver-more Park. Phone 422-2668 cell 607-742-6463

AROUND THE LAB



Performance program to seek continuous feedback

Goals and expectations to be developed in transition year

The employee comment period for the new Integrated Performance and Pay Program (IPPP) has closed. However feedback on the new system will continue as the Lab evaluates the program.

The program is designed to better align the performance management system with the Laboratory’s values, goals and business needs. It also reflects input from the employee survey.

To review the program, see the Web at <http://www-r.llnl.gov/IPPP>.

Below are answers to some common questions that have come in since the employee comment period began. For more answers to frequently asked questions, see the Website listed above.

What is the process for collecting continuous employee feedback on the IPPP?

Although the employee comment period ended March 31, the Laboratory is interested in continuing to collect employee feedback, which will be considered when evaluating program success and developing future enhancements to

the IPPP. Employees can continue to submit comments to [performancemanagement@llnl.gov](mailto:performancemanagement@llnl.gov) through their own e- mail address or using the IPPP website for anonymous submission.

How well can an employee be appraised if a set of goals was not established earlier in the current review period?

During this transition year, supervisors will rely on descriptions of last year’s job assignments and any goals and expectations listed in the previous year’s performance appraisal or discussed with the employee throughout the performance cycle.

When will goals and objectives for the coming year be finalized and communicated to employees?

Goals and objectives for the coming year are documented in the performance appraisal, which will be finalized and discussed with the employee in the May/June timeframe, prior to ranking. It is important to note that although performance goals are set at the beginning of the performance review cycle they may change

throughout the year as a result of changing priorities and projects. Supervisors should discuss these changes with the employee during on-going feedback discussions.



There is a perception that some supervisors may be biased when making performance and ranking decisions. How will the new system address this?

All performance management systems contain a degree of subjectivity. Ensuring that all managers and supervisors are well trained in performance management techniques and utilizing multilevel reviews can help limit bias.

Additionally, a calibration of standards and a link to Lab values can also help to reduce individual bias.

Do employees have access to their “n” ranking?

All employees will be given their rank group number (1-5) at the time they receive their salary card. Individual employees may also request their “n” number.

ASCI

Continued from page 1

methodology and solid dynamics.

“In the past five years, we have really been amazingly successful scientifically and computationally,” said Dan Merion, the Caltech center’s director. “We’re advancing the state of the art in modeling.”

He was one of more than 50 Caltech staff, professors, graduate students and postdocs who visited the Laboratory Wednesday as part of the LLNL/Sandia National Laboratory-sponsored Caltech scientific road show.

Merion gave an overview of the Virtual Facility for Simulating the Dynamic Response of Materials, a Department of Energy ASCI Center of Excellence at the California Institute of Technology.

Caltech students and professors at the virtual shock physics facility compute full three-dimensional responses of a variety of target materials for a wide range of compressive, tensional and shear loadings including those loadings produced by detonation of energetic materials.

LLNL host Christian Mailhot of the Chemistry and Materials Science Directorate’s management team said the collaboration is an unprecedented opportunity for the Lab to interact with colleagues in academia.

“We want to increase the awareness of activities that are going on at the Caltech ASCI Center to the broader Lab community,” he said. “This brings about a lot of emerging challenges and opportunities in ultra-scale scientific computing and computer science.”

Likewise, Merion said the one-day conference gives the Caltech community a chance to



FRANK NUNEZ/TID

Dan Merion, director of the Caltech ASCI Center of Excellence, discusses the center’s goals during a visit to the Laboratory by Caltech students, staff and professors.

be exposed to the activities conducted at the national laboratories.

Bruce Goodwin, associate director for the Defense & Nuclear Technologies Directorate, praised the collaboration.

“The Caltech/ASCI alliance is remarkable because it’s of such perfect interest to Livermore, Los Alamos and Sandia laboratories,” he said. “I can’t think of a better alliance between the laboratories and the university.”

At the center, staff members create simulations of a variety of experiments in which strong shock and detonation waves are made to impinge on targets consisting of various combinations of materials; compute the subsequent

dynamic response of the target materials; and validate these computations against experimental data.

“The validation process lets us put our money where our mouths are,” Merion said. “We’ve started doing some experiments to understand how shock diffracts in a cylindrical shape. This way, we can connect the simulations to validating experiments.”

Simulation research is centered on the three primary stages: detonation of high explosives, interaction of shock waves with materials and shock-induced compressible turbulence and mixing. The modeling requirements are addressed through five integrated research initiatives that guide the key disciplinary activities:

- Modeling and simulation of fundamental processes in detonation.
- Modeling dynamic

response of solids.

- First principles computation of materials properties.
- Compressible turbulence and mixing, and
- Computational and computer science infrastructure.

The talks were followed by breakout sessions focused on technical elements: materials properties methodology; solid dynamics; compressible turbulence and combustion; computer and computational science held in the Materials Research Institute.

A poster session detailing work conducted at the Virtual Test Facility by Caltech students was featured in the afternoon.



VALUES

Continued from page 1

When E.O. Lawrence felt a need for a second weapons lab, he was not looking to establish a think tank for mediocrity. Scientific excellence has been our product, achieved by our ability to push the envelope.

We come to the Lab for varied reasons, most notably the passion for mission and the value each of us place in our work and its importance to the nation. The ability to do something important for our Lab and the national interest — something that is well-supported and of world class status — provides each of us with drive and motivation. Yet, that alone is not enough. It is incumbent upon any organization to find ways to reward and recognize that motivation and contribution, for without such a system the organization would falter.

Our ability to reward and recognize performance encourages, enables and motivates us to challenge ourselves and think outside the box. It perpetuates our passion for mission and fosters innovation, no matter what the job assignment or classification. It allows us to attract and retain the people we need to accomplish our missions and ensure continued success.

It cultivates ideas and nurtures creativity — and accepts the notion that nothing comes easy. It recognizes mistakes will be made, and then turns those mistakes into a learning experience. It provides incentive for better teamwork, motivation for treating each other with dignity and complements strong critical thinking.

At the Laboratory we have many ways of rewarding and recognizing performance. Certainly monetary reward is one facet of placing value on a job well done. But a successful and well-rounded reward and recognition system

We value

–Passion for Mission

–Integrity and responsible stewardship of the public trust

–Simultaneous excellence in science & technology, operations, and business practices

–Balancing innovation with disciplined execution

–Teamwork while preserving individual initiative

–Intense competition of ideas with respect for individuals

–Treating each other with dignity

–A high-quality, motivated workforce with diverse ideas, skills, and backgrounds

–Rewarding and recognizing performance

–Commitment to the collective success of the Laboratory

must go well beyond cash.

That is why our system incorporates promotional opportunities, job assignments, or additional training and/or education that will enable an individual to rise to his or her potential. Our system offers the opportunity to take on challenging assignments, participate in scientific societies, travel to various conferences and workshops, teach, lecture or even participate in concentrated areas of research or study far removed from the job for which we were initially hired.

Our system includes director’s performance awards and directorate-specific awards to serve as spot recognition of a job well done or a specific milestone.

A variety of Laboratory organizations also

play a part in our reward and recognition system – from LDRD that enables our scientists and engineers to explore new technical frontiers, to our Human Resources and our Training Center, which can point the way to career building skills and academic degrees. We continue to identify new opportunities to recognize the extraordinary efforts of our workforce both individually and collectively.

Many of us came to the Lab to perform a specific job or duty with a narrow perspective on future opportunities. Yet over the years we seek out new challenges to test ourselves or expand our roles and responsibilities.

We cannot move to the next level unless we have a system to acknowledge our potential. As an institution, our Laboratory must continue to appropriately reward and recognize each of us for our contribution. Whether it is through the efforts of our Senior Management Council, our Survey Action Teams, our new Integrated Performance and Pay Program, directorate-specific programs or the suggestions of individual employees, we must consider every opportunity to reward and recognize performance and promote value.

The nation depends on our Laboratory to stay at the forefront of science and technology. To respond to this need takes the collective efforts of our diverse workforce. From scientists and engineers to administrative and operational support teams, we are encouraged to meet the challenges the nation has put before us. As an institution, we are committed to recognizing and rewarding these efforts.

Whether we come to the Lab as scientists, technicians, administrators, or craftspeople, we are encouraged to remain the best and the brightest in our respective fields. At our Laboratory, we value rewarding and recognizing performance because we know what that can achieve.

NIF  
Continued from page 1

tion Industry Safety Excellence Award” for the outstanding safety record achieved by its crew of workers that numbered 400 at its peak.

The prestigious award was presented by the Construction Users Roundtable, an industry group dedicated to promoting cost-effective and safe construction methods. The awards are based on a project’s duration, man-hours and numbers of injuries.

The National Safety Council’s “Perfect Year” award honored NIF for achieving 1,403,873 employee hours without occupational injury or illness involving days away from work in the year ending last December. This is the second consecutive year that NIF has received this award.

In fact, over the past two years, workers at NIF have completed more than 2.9 million hours without a lost workday due to injury, and their achievement is continuing.

The project’s “total recordable rate” which measures recordable injuries per 100 workers per year, stands at an impressive 0.65 for the first quarter of this year, even lower than last year’s rate of 1.4. The national average rate is considerably higher at 8.8.

Arnie Clobes, NIF’s site safety manager said the achievement puts the project “in the world class safety category.”

He added that Jacobs and LLNL merged the best of each of their safety programs, combined their procedures in a continuous safety



BOB HIRSCHFELD/PAO

NIF project manager Ed Moses thanks construction workers for their excellent safety record during a festive barbeque luncheon on Wednesday. Their attention to the NIF safety protocols has resulted in almost three-million hours without a lost workday due to injury.

improvement process.

Don Hotaling, Jacobs’ construction manager for the NIF project, said, “The key was teamwork that was implemented by the Lab to supplement our own company safety program.”

For example, NIF and Jacobs’ safety managers conduct joint weekly line management safety audits, as well as in-depth investigations of all problems (not just those serious enough to be reported to OSHA.)

“Our mission is to ensure that people go home safe at the end of each day,” said Clobes.

The NIF construction project is particularly challenging because of its unique scientific requirements of precision and cleanliness.

Workers needed to maintain “clean-room” conditions inside the structure. They must wear disposable booties, hair nets and beard covers. Furthermore, laser commissioning began before completion of construction, requiring careful and continuous coordination between NIF scientific staff and work crews.

Hotaling expressed considerable appreciation for the Lab’s involvement. He said end-users generally consider safety to be an expen-

sive annoyance that is exclusively the responsibility of the contractor. He said the Lab’s active participation was a major factor in producing the excellent safety record at NIF.



Newsline  
UC-LLNL  
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